

# TENNESSEE HUMAN RIGHTS COMMISSION ANNUAL REPORT | FY 2021

**HUMAN RIGHTS** **PEACE**  
**DIGNITY** **GROWTH**  
**LOVE**  
**CHANGE** **EQUALITY** **MEANING**  
**UNITY** **LIBERTY** **CHANGE**  
**EDUCATE** **JUSTICE** **INCLUSIVE**  
**COMMUNITY** **COMPASSION**  
**TRUTH** **RESPECT** **EQUITY**

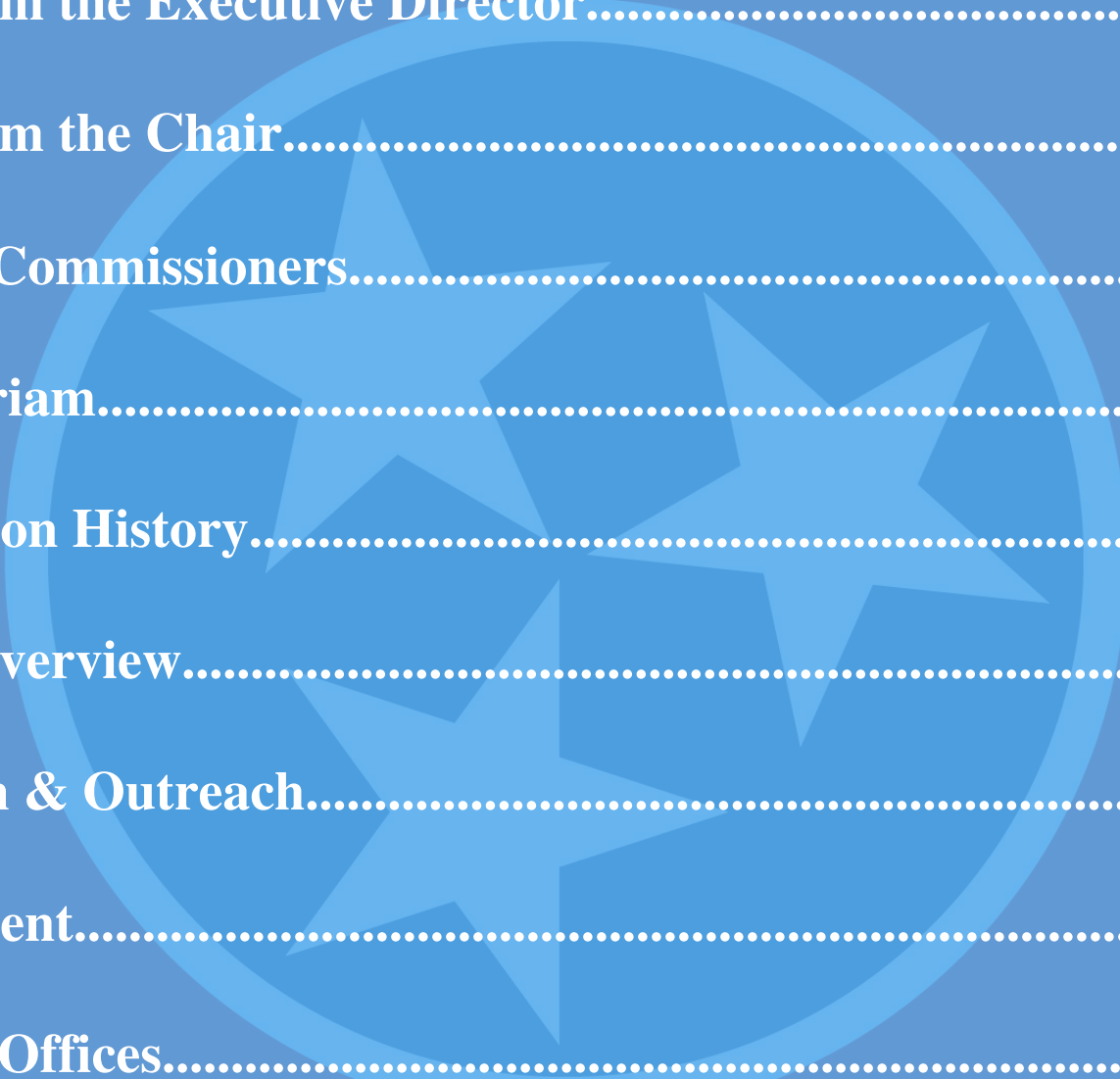


*SAFEGUARDING INDIVIDUALS FROM DISCRIMINATION THROUGH EDUCATION AND ENFORCEMENT*

Bill Lee, Governor  
Beverly L. Watts, Executive Director



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SEPTEMBER 30, 2021

Governor Bill Lee  
State Capitol, 1st Floor  
600 Dr. Martin Luther. King, Jr. Blvd.  
Nashville, TN 37243

Members of the General Assembly  
Cordell Hull Building  
425 5th Ave N  
Nashville, TN 37243

To Governor Bill Lee, Members of the General Assembly and Citizens of Tennessee:

I am honored to share the fiscal year 2021 annual report on behalf of the Tennessee Human Rights Commission. This report details the Commission's education, outreach, and enforcement actions that are designed to safeguard Tennesseans from discrimination.

This fiscal year was challenging as we were impacted by many life changing events. The global pandemic caused hardships for the citizens of Tennessee. We continued to receive allegations of discrimination under our jurisdiction in employment, housing, public accommodations and in agencies receiving federal financial assistance (Title VI). We continue to initiate investigations, facilitate settlements and when necessary to litigate these claims and provide education on individual rights and responsibilities under the law.

The Commission works hard to address the ongoing human rights issues that we are faced with from the past, the present, and the future. The response of our leadership has enabled us to further the work we do by safeguarding individuals from discrimination through education and enforcement.

I would like to thank our Board Chair and Board of Commissioners who provide leadership to meet the Commission's mission and vision. We look forward to continuing this important work and appreciate your continued support.

Sincerely,

Beverly L. Watts  
Executive Director





SEPTEMBER 30, 2021

Dear Fellow Tennesseans,

Each annual report you'll review this year will note the challenges faced by the organization; however, as this report is provided, I'm filled with a sense of gratitude.

Throughout the year, the staff pivoted to meet the needs of those coming to the Commission seeking assistance. Whether they worked remotely, met virtually or were able to return to their work stations, they did so professionally with a determination to get the job done.

Members of the Commission also pivoted as they provided oversight and heard cases throughout the pandemic. Our work has always been very detailed to meet the mission of the THRC and this past year caused all of us to redouble our efforts to meet the need and the mission.

I am grateful for the work done by the staff and the commitment of my colleagues on the Commission. The Commission is also extremely grateful for the support we've received from members of the Tennessee Legislature who granted a five-year sunset to the Commission- -the first in our history.

Thank you for the time you are about to spend in reviewing the work of the THRC over the last year. It's a true honor for me to serve as Chair.

With gratitude,

Robin Derryberry, Chair

A handwritten signature in blue ink that reads "Robin Derryberry".

Board of Commissioners



**BOARD OF COMMISSIONERS**



**ROBIN DERRYBERRY**  
CHAIR



**BILL MARTIN**  
VICE-CHAIR



**SCOTT ARNWINE**  
SECRETARY



**GARY D. BEHLER**



**ERIC CRAFTON**



**CHRIS CRIDER**



**MARK HAYES**



**ANNAZETTE HOUSTON**



**JULIUS SLOSS**

# IN MEMORIAM: REVEREND PAUL MCDANIEL



The Tennessee Human Rights Commission expresses sympathy to the family of former Commissioner Rev. Paul McDaniel. The Tennessee Human Rights Commission is grateful for his leadership that mirrors a life well lived. He will be remembered for his dedication to his community, civil rights, human rights, and the fight for equality.

Rev. McDaniel passed away in Chattanooga, Tennessee on August 22, 2021. He served on the Tennessee Human Rights Board of Commissioners from 2010 to 2015 representing east Tennessee. He made national history in 1978, when he won a U.S. Supreme Court Case that overturned a state law prohibiting ministers from holding elected office. The victory allowed him to serve as a delegate in the state constitutional convention that established the new form of county government.

He was elected to the first Hamilton County Commission and served for 20-years and serving as chairman five times before his retirement in 1998.

He was involved in countless civic organizations serving in leadership for decades. He was a towering presence throughout his community. He worked as a pastor, a social activist and a politician in Hamilton County for nearly half a century. In May 2014, Rev. McDaniel retired from his position as Pastor.

In 2018, Rev. McDaniel was the recipient of the Tennessee Human Rights Commission Jocelyn D. Wurzburg Civil Rights Legacy Award. This award is named in honor of Jocelyn D. Wurzburg of Memphis who has a long history of volunteer civil rights accomplishments advocating for equity, equality, and non-discrimination.

This award is presented to an individual based on their long-term advocacy of human rights, whose life work embodies the ideals and principles of inclusion, equity, equality access and diversity, demonstrates a consistent pattern of commitment to the elimination of discrimination, cultivates and promotes initiatives that establish and foster a more inclusive and equitable community and environment and, exhibits visionary and insightful leadership to confront and resolve human rights issues.

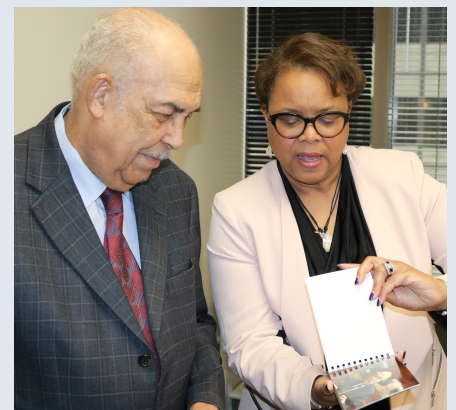
The award was presented to Rev. Paul McDaniel on March 21, 2018, at the Hamilton County Commission meeting. Rev. McDaniel spent a lifetime working to create a better Chattanooga for all citizens. For 48-years, Rev. McDaniel was the spiritual leader of Second Missionary Baptist Church. In addition to his ministry, he has been a leader in the community advocating for equality, social harmony, and civic engagement.



Photo courtesy:  
Chattanooga Times Free Press



Photo courtesy:  
Chattanooga Times Free Press



# IN MEMORIAM: FIGHTING FOR EQUALITY

In Memory of Justice Ruth Bader Ginsburg  
1933 - 2020

The Tennessee Human Rights Commission remember and honor Justice Ruth Bader Ginsburg for her service and fight for equality.



In Memory of Rep. John Lewis and Rev. C.T. Vivian

The Tennessee Human Rights Commission remembers Rep. John Lewis and Rev. C.T. Vivian for their fight, service, leadership and commitment to the community.

The fight for equality in Nashville and across the country will never be forgotten.

John Lewis  
1940 - 2020

C.T. Vivian  
1924 - 2020



In Memory of Senator Thelma Harper  
1940 - 2021

The Tennessee Human Rights Commission remember Senator Harper and is grateful for her dedication and advocacy work.

We thank her for her tireless leadership and her voice on human rights in Tennessee and beyond.





# TENNESSEE HUMAN RIGHTS COMMISSION HISTORY



The Tennessee Human Rights Commission (THRC) is an independent state agency responsible for enforcing the Tennessee Human Rights Act (THRA) and Tennessee Disability Act (TDA). The Commission has a nine-member Board of Commissioners and 29 staff members in four offices across Tennessee. The founding principles of the Tennessee Human Rights Commission was to encourage and develop fair and equal treatment for all citizens regardless of race, color or national origin. The mission of the Tennessee Human Rights Commission is safeguarding individuals from discrimination through education and enforcement.

On September 30, 1963, Governor Frank G. Clement, pictured left, signed Executive Order 18 creating the Tennessee Human Relations Commission. The Commission's original purpose was to advise the public of their rights, research and report on human relations and relay these findings to the governor. The commission accomplished this by working alongside other government agencies with similar responsibilities.

**In 1978**, the Tennessee Human Rights Act (THRA) became law, transforming the commission from an advisory agency to an enforcement agency. Former Commissioner Jocelyn Wurzburg of Memphis Tennessee was the author of this legislation; her leadership was critical to its passage.

**In 1979 and 1980**, the law was amended to include disability and age as protected classes.

**In 1983**, the Commission officially became the Tennessee Human Rights Commission. In 1984, the law was amended to prohibit discrimination in housing. In 1990, the expansion was extended to include familial status and disability as protected classes.

**In 2009**, the THRA was expanded and the Tennessee Human Rights Commission was given the authority to verify that state government entities comply with requirements of Title VI of the Civil Rights Act of 1964. Title VI prohibits recipients of federal financial assistance from discriminating on the basis of race, color, and national origin.

**In 2014**, legislation was passed that amended the THRA (T.C.A. §4-21-201) by reducing the THRC Board of Commissioners from 15 members to nine members with two members being appointed by leadership from the Senate and House, and five appointed by the Governor. The new board structure became effective on January 1, 2015.

**Today, the THRA prohibits** discrimination based on race, color, creed, religion, sex, national origin, age (40 and over in employment), disability and familial status (in housing). The Tennessee Human Rights Commission has maintained collaborative partnerships with the Federal government for nearly forty years. These relationships allow us to investigate complaints involving alleged violations of Title VII of the Civil Rights Act of 1964, the Age discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 and Title VIII of the Civil Rights Act of 1968 (Fair Housing).

*TENNESSEE HUMAN RIGHTS COMMISSION MISSION  
SAFEGUARDING INDIVIDUALS FROM DISCRIMINATION THROUGH EDUCATION AND ENFORCEMENT*

# AGENCY OVERVIEW- THRC BY THE NUMBERS

The Tennessee Human Rights Commission receives and investigates complaints of alleged discrimination in employment, housing, public accommodations, and ensures compliance with Title VI of the Civil Rights Act of 1964 for state agencies who receive Federal Financial Assistance (FFA).

Complaints are assessed to determine whether the allegations are jurisdictional charges under the Tennessee Human Rights Act, Tennessee Disabilities Act and Title VI of the Civil Rights Act of 1964.

Customer service and intake serve as the initial point of contact and individuals can obtain assistance with filing a discrimination complaint. The staff provides information on how to file a complaint, sending out complaint forms to requesting parties and also make referrals to other agencies as needed. This year, customer service received **3,584** phone calls, **344** complaint forms, and **762** online complaint filings.



**3,584**  
**PHONE CALLS**  
**RECEIVED**

**1,631**  
**INQUIRIES**  
**RECEIVED**

**762**  
**ONLINE**  
**FILINGS**



**344**  
**COMPLAINT**  
**FORMS**

**487**  
**CASES**  
**FILED**

**349**  
**CASES**  
**CLOSED**



**48**  
**IP PLANS**  
**REVIEWED**

**6**  
**CAUSE**  
**CASES**

**\$364,002**  
**IN MONETARY**  
**BENEFITS**



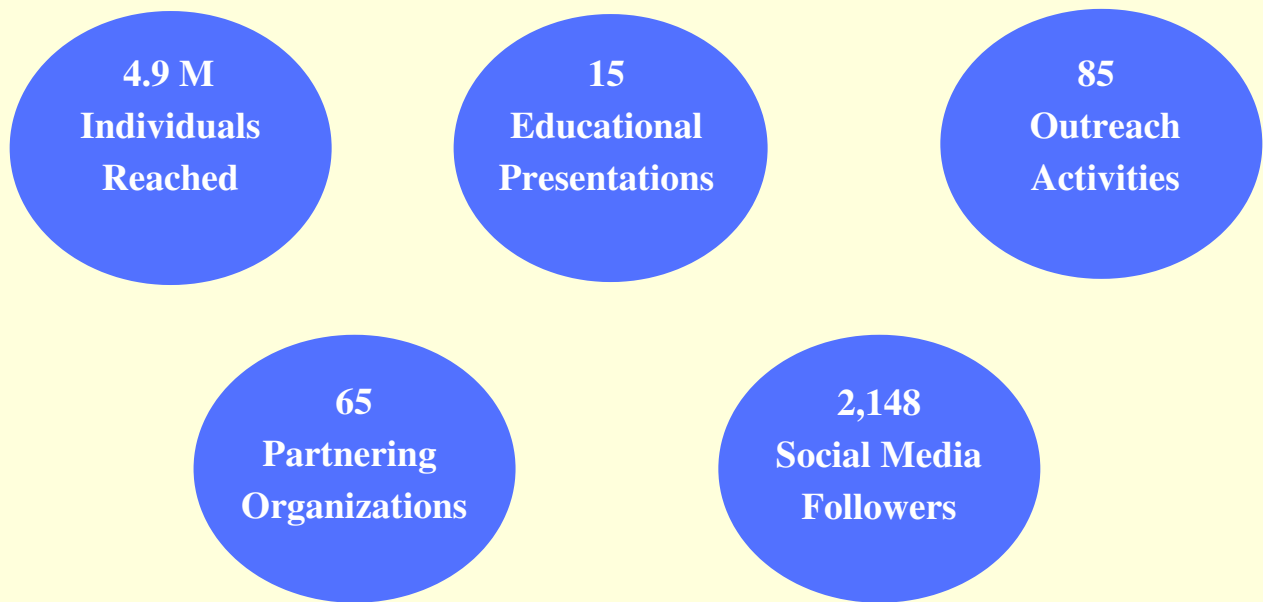
**4.9M PEOPLE REACHED THROUGH**  
**EDUCATION & OUTREACH**

# EDUCATION & OUTREACH

Education & Outreach is a key part of the Tennessee Human Rights Commission mission. Through these efforts, the agency brings awareness about the work done by the Tennessee Human Rights Commission. The agency partners with state and federal agencies along with employers, housing providers, faith-based and non-profit organizations and others who want training to achieve this goal. The agency educates the public about their rights and responsibilities of the Tennessee Human Rights Act (THRA) and state and federal anti-discrimination laws through education and outreach, traditional and social media. During the fiscal year the Tennessee Human Rights Commission partnered with **65** organizations.

THRC participated in 85 education and outreach activities during the fiscal year. The activities included virtual webinars, workshops, educational presentations, virtual exhibits, distributing agency materials, and radio ad campaigns. Through these efforts, the Commission reached **4.9 million** individuals. In addition to traditional media, the Commission uses social media as a tool to communicate the mission and inform the public.

## EDUCATION AND OUTREACH BY THE NUMBERS



1,511

Followers on Facebook



637

Twitter followers



103,149

Website views

2.4 million  
Impressions through  
radio advertising campaigns

672,000  
People reached through  
print advertising

This year, the Tennessee Human Rights Commission hosted its premier **Employment Law Seminar (ELS)** in partnership with the Department of Human Resources (DOHR) virtually. The goal of the seminar was to educate legal professionals, human resource professionals, organizations, and employers on their responsibilities under the state and federal anti-discrimination employment laws. The Employment Law Seminar was held virtually on September 2, 2020. Topics included: COVID-19 in the workplace, employment law updates, implicit bias, and race in the workplace. There were 200 webinar attendees.



**Left:** Beverly Watts, THRC Executive Director welcomed attendees to the virtual Employment Law Seminar.



**Right:** Juan Williams, DOHR Commissioner welcomed attendees.



**Above:** The Honorable Judge Bernice B. Donald, Circuit Judge of the United States Court of Appeals for the Sixth District presented on implicit bias and race in the workplace.



**Above:** Melanie Koewler, Esq. DOHR director of EEO gave updates on COVID-19 and remote work.



**Above:** Lesley Farmer, Esq. DOHR general counsel presented on COVID-19 in the workplace.



**Above Left:** Kim Vance, Esq. of Baker-Donelson presented on 2020-2021 employment law updates, where have we been and where are we going.



**Above Right:** Edmond Sims, District Deputy Director, Equal Employment Opportunity Commission (EEOC) co-presented on COVID-19 in the workplace.

This year, the Tennessee Human Rights Commission was granted CARES Act funding by the U.S. Department of Housing and Urban Development (HUD) to provide education about fair housing and the impacts of COVID-19. The Commission partnered with Habitat for Humanity of Greater Memphis (HFHGM) for a three-part webinar series to provide education and resources to attendees.

The Tennessee Human Rights Commission was provided with additional fair housing partnership funds by HUD. THRC partnered with West Tennessee Legal Services, Tennessee Fair Housing Council, City of Chattanooga Office of Multicultural Affairs, and Equality Coalition for Housing Opportunities to provide fair housing webinars. The goal of the webinars was to provide attendees with updates, best practices and resources related to fair housing in Tennessee and across the country. Topics included: Housing discrimination and COVID-19, landlord-tenant issues and COVID-19, fair housing rights and responsibilities, fair housing hot topics, and the ADA and reasonable accommodations. The series ran between November 2020 and June 2021 and there were 500 webinar attendees and 346 views on the THRC website.



Above are the fair housing experts who presented on several fair housing topics during the webinar series. **From top left:** Beverly Watts, THRC Executive Director, Dwayne Spencer, HFHGM President & CEO, Carlos Osegueda, HUD Regional Director, Office of Fair Housing and Equal Opportunity, Milandria King Esq., Memphis Area Legal Services managing attorney, Vanessa Bullock Esq., West Tennessee Legal Services housing managing attorney, Kathy Trawick, TN Fair Housing Council Executive Director, Judge Rachel Bell, Founder & Presiding Judge Nashville-Davidson County L.E.G.A.C.Y. Housing Resource Diversionary Court & Program, Anne-Louise Wirthin- Director of Access to Justice & Strategic Collaboration ,TN Supreme Court/Administrative Office of the Courts, Cedric Harris Esq., staff attorney West Tennessee Legal Services, Tenya Coleman- Administrator of Compliance and Monitoring, City of Memphis- Division of Housing and Community Development, Patricia Bell, Program Manager TN Fair Housing Council, Emily O'Donnell, Chattanooga City Attorney, Tracy McCracken- Director of Fair Housing, National Community Reinvestment Coalition, Amy Schaftlein- Executive Director, United Housing, Inc., Jeremy Heidt, Tennessee Housing Development Agency Director of Industry and Governmental Affairs, Christina Magrans-Tillery, Staff Attorney, City of Knoxville, and Stephanie B. Cook, ADA Coordinator, City of Knoxville.

# ENFORCEMENT

# EMPLOYMENT

The Commission is responsible for investigating allegations of discrimination in employment, and public accommodation with complaints on the basis of race, color, creed, national origin, religion, sex, disability\*, and age. The Commission has a work share agreement with the U.S. Equal Employment Opportunity Commission (EEOC) to investigate complaints of employment discrimination.

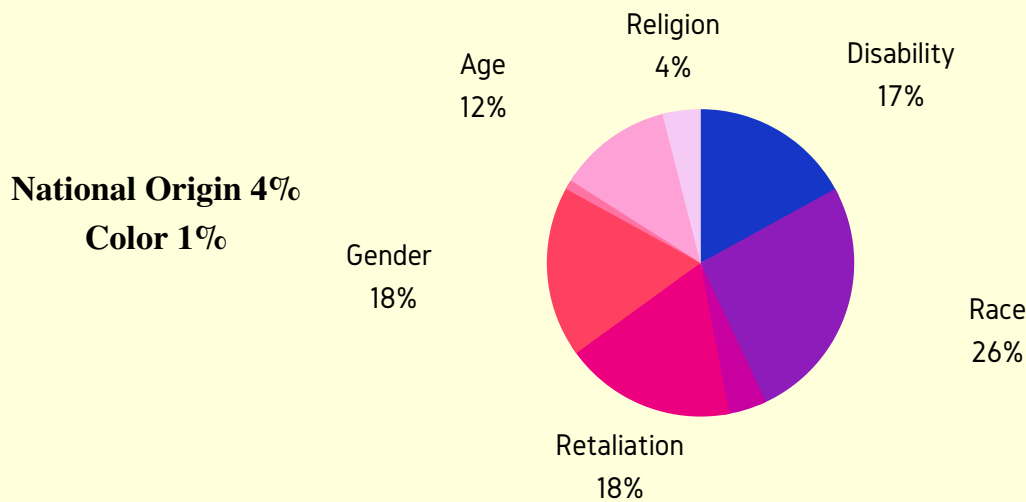
This fiscal year, there were **693** inquiries received, **246** complaints accepted, **531** online filings (77%), and **151** cases closed, of which **7** were THRC only closures.

\*Allegations of disability for public accommodation are referred to the U.S. Department of Justice.

## EMPLOYMENT COMPLAINTS BY THE NUMBERS



## EMPLOYMENT COMPLAINTS BY BASIS OF ALLEGED DISCRIMINATION



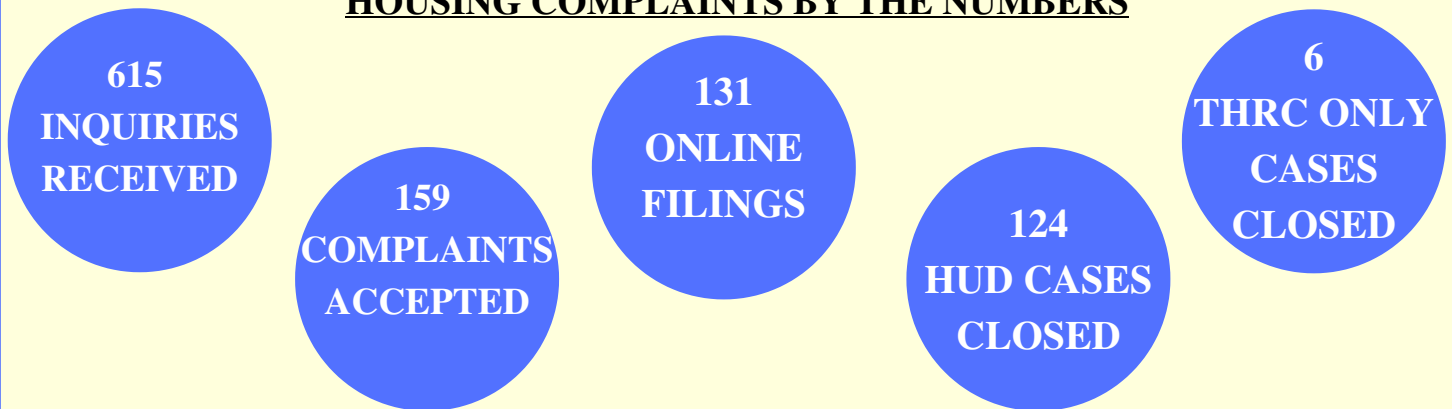
## EMPLOYMENT SETTLEMENT BENEFITS

- Three cases were resolved through settlements, with **\$80,000** in monetary benefits.
- Individual monetary benefits ranged from **\$504.40 - \$80,000**.
- Examples of non-monetary benefits include: training, neutral reference letters and reinstatement.

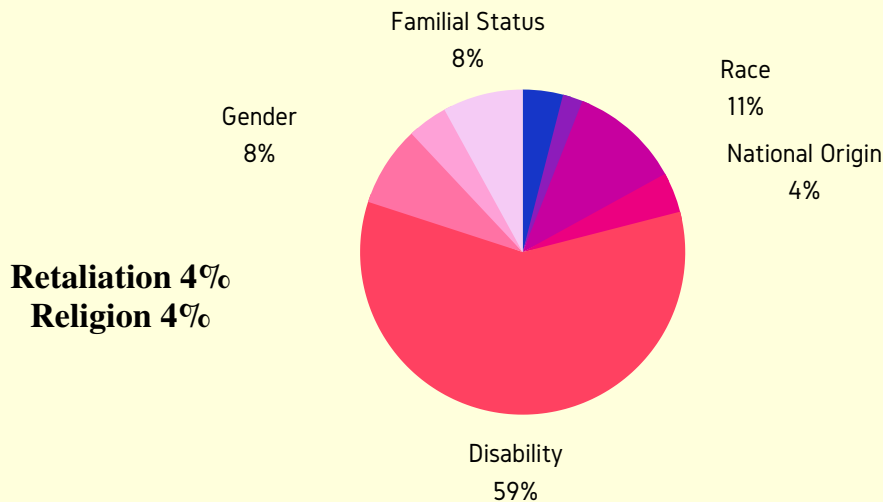
The Commission is responsible for investigating and resolving housing discrimination complaints related to the sale, lease, advertisement, and/or finance of residential and commercial property on the basis of race, color, creed, national origin, religion, sex, disability or familial status. The Commission has a memorandum of understanding (MOU) with the U.S. Department of Housing and Urban Development (HUD) to process complaints of housing discrimination.

This fiscal year, there were **615** inquiries received, **159** complaints accepted, **131** online filings (21%), and **130** cases closed, of which **6** were THRC only closures.

## HOUSING COMPLAINTS BY THE NUMBERS



## HOUSING COMPLAINTS BY BASIS OF ALLEGED DISCRIMINATION



## HOUSING CONCILIATION BENEFITS

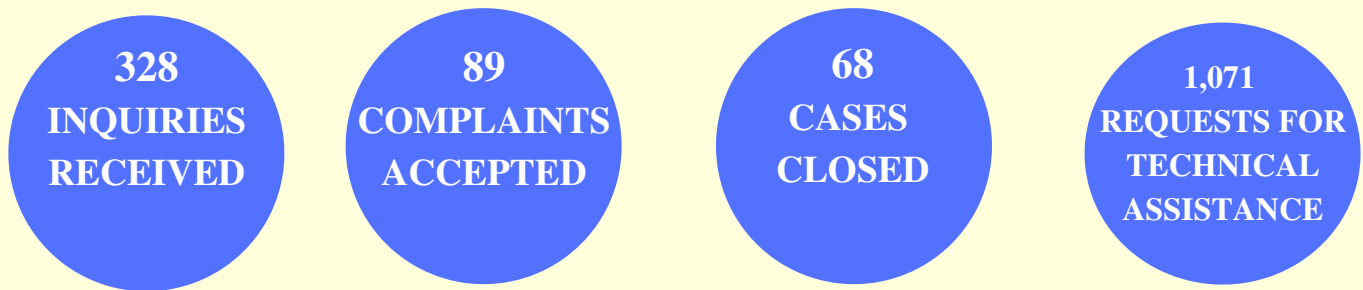
- 34 complaints were resolved through conciliation with **\$104,124** in monetary benefits
- Individual monetary benefits ranged from **\$100 - \$25,000**
- Examples of non-monetary benefits include: reasonable accommodations, modifications, fair housing training and policy development and revision.

# ENFORCEMENT

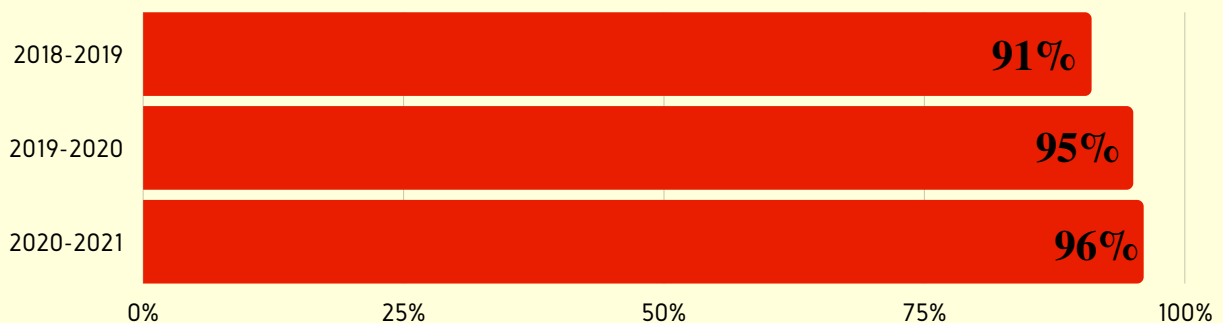
## TITLE VI

The Title VI compliance program is responsible for verifying state agencies that receive federal financial assistance (FFA) are in compliance with the requirements of Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. The Tennessee Human Rights Commission serves as the central coordinating agency for executive branch departments seeking technical assistance, consultation, and resource compliance. A major component of the Title VI compliance program involves the review of state agency Title VI Implementation Plans. This fiscal year, the Title VI compliance staff received and reviewed **48** implementation plans from departments statewide. There were **328** inquiries received, **89** complaints accepted, **68** cases closed, and **1,071** requests for technical assistance.

### TITLE VI BY THE NUMBERS



### Implementation Plan Compliance Over Time



### Annual Title VI Training

The annual Title VI training was held virtually on August 19-20, 2020 for all state agencies receiving federal financial assistance. Information presented during the training included an overview of Title VI fundamentals, and an overview of the implementation plan guidelines for FY 2020-21, and regulatory authority training instruction. There were 150 attendees during the 2-day training.

Title VI staff provides technical assistance on Title VI compliance to state departments and agencies. THRC Title VI staff responded to 1,071 requests for technical assistance from state departments and agencies on Title VI compliance. Topics included: compliance reporting, Limited English Proficiency (LEP), complaint investigation, training requirements both for agency staff and subrecipients, implementation plans, and subrecipient monitoring. Typically, these requests were resolved within twenty-four hours.



The Tennessee Human Rights Commission legal staff provides counsel to the staff and Board of Commissioners. The staff also provides counsel on all phases of the investigative process from intake to final resolution. The legal staff is responsible for resolving reasonable cause cases and may conciliate cases through informal negotiations, judicial mediation, and when necessary litigates reasonable cause cases through administrative hearings. The legal staff trains and educates staff and commissioners, conducts internal policy reviews, monitors legislation and court cases that impact THRC, and conducts educational presentations for stakeholders. To learn more about the litigation process visit the THRC website at [www.tn.gov/humanrights](http://www.tn.gov/humanrights).

## LEGAL REPORT BY THE NUMBERS



## ADMINISTRATIVE DECISIONS

### Short v. Wild Gals Old Time Photo

The investigation corroborated numerous statements made about Complainant's pregnancy directly to the Complainant and about the Complainant's pregnancy to other employees. Complainant was terminated on August 26, 2016 one week before she was to go on maternity leave. Furthermore, when Complainant inquired about a photography position, she was told that the equipment was too much to handle with her pregnancy. The investigation found direct evidence that indicates that pregnancy was a factor in Complainant's termination. The hearing was conducted on March 10, 2020. The matter is currently with the Administrative Law Judge.

## BOARD OF COMMISSIONERS CASE REVIEWS

### **Echevarria v. JKA, Meli and Emmanuel Gerogianis**

Summary of Case: Respondent denied Complainant's reasonable accommodation requests for her assistive animals, charged her fines and fees for her assistive animals, and issued an eviction notice soon after Complainant filed a fair housing complaint.

**Case Outcome:** The hearing was conducted May 1, 2019. The Administrative Law Judge issued the Initial Order on January 29, 2020 finding in favor of the Commission and the Aggrieved Party. Initial Order provided as follows: 1) Complainant received compensatory damages in the amount of \$4,563.30 for out of pocket expense; 2) West Tennessee received attorney fees to be determined; 3) Commission received \$2,500 for education and outreach; 4) Commission received reimbursement of costs to be determined; and 5) Judgement requires Respondent to attend 16 hours of fair housing training. Upon review, Commission Board reversed administrative judge's decision on July 17, 2020 in its entirety. The Final Order was issued by the Commission Board on August 14, 2020.

### **Free v. Berryman Enterprises**

**Case Summary:** Complainant has a disabled son who is in need of an assistive animal. Complainant provided documentation on two occasions. Respondent refused the documentation. After requesting reasonable accommodation, Complainant was evicted. While there was some evidence to indicate Complainant was late on rental payments, the investigation showed that Respondent consistently worked with Complainant concerning the late payments and that the late payments were not an issue until she requested the reasonable accommodation.

**Case Outcome:** The hearing was conducted on December 19, 2019. The Administrative Law Judge issued the Initial Order on March 9, 2020 finding in favor of the Respondent. This matter was reviewed by the Commission Board on September 18, 2020. The Commission Board approved the Initial order in its entirety. A Final Order was issued on September 21, 2020.

### **Collins v. Billingsley**

**Case Summary:** Complainant requested a reasonable accommodation requesting an assistive animal. Evidence shows that the Respondent denied Complainant's accommodation request on multiple occasions. The Respondent issued Complainants an eviction notice on March 21, 2016. The Complaints were harassed by the Respondent.

**Case Outcome:** The hearing was conducted on February 25, 2020. The Administrative Law Judge issued the Initial Order on July 17, 2020 finding favor of the Commission and the Aggrieved Parties. The Initial Order provided as follows: 1) Aggrieved Party Collins and Aggrieved Party Matthews both received \$10,000 each in compensatory damages, 2) Aggrieved Party Collins and Aggrieved Party received \$5,000 each for punitive damages, 3) Aggrieved Parties were awarded attorney's fees (TBD), 4) The Commission was awarded \$5,000 for education and outreach in form of civil penalty, 5) The Commission was to be reimbursed for costs in litigating the matter, and 6) The Respondent was required to undergo 16 hours of fair housing training. This matter was reviewed by the Commission Board on September 18, 2020. Upon review, the Commission remanded the case back to the Administrative Law Judge.

The Commission Board reviewed the Remanded Initial Order. Upon Board Review, the Commission modified the Initial Order as follows: 1.) The Aggrieved Party Matthews does not have standing and is awarded \$0.00 total, 2.) Aggrieved Party Collins compensatory damages were reduced to \$5,000, 3) Aggrieved Party Collins punitive damages remained at \$5,000; 4) Aggrieved Parties were provided attorney fees were reduced from \$57830.08 to \$44,350.50, 4.) Petitioners award of \$5,000 for education and outreach was reduced to \$ 0.00, 5) Petitioner award for reimbursement of costs was affirmed at \$4,477.68. The Final Order was issued on March 24, 2021.

### **Piatt v. H&Y Consulting Corp. d/b/a Super Truck and Travel Plaza**

**Case Summary:** Complainant was employed as a cashier at Respondent's gas station. Complainant filed a complaint alleging she was sexually harassed by two co-workers. She reported the sexual harassment to management. Complainant was taken off the work schedule until she agreed to sign a contract absolving Respondent of any liability for the sexual harassment. The Respondent filed a Motion to Dismiss and / or Motion for More Definite Statement ("Motion") in this case. Respondent alleges that the Tennessee Human Rights Act (THRA) requires eight or more employees to sustain a retaliation charge, and Respondent also challenges the process by which the Commission files charges under the THRA.

**Case Outcome:** The Respondent's Motion was heard on November 6, 2019. The Administrative Law Judge issued an Initial Order finding in favor of the Respondent dismissing the case stating that the Commission failed to comply with the THRA. Petition for Reconsideration filed on June 5, 2020. The Administrative Law Judge denied. The Commission Board reviewed the Initial Order on September 18, 2020. Upon review, the Commission Board reversed the Initial Order on February 17, 2021. The Commission Board issued a Final Order on March 24, 2021 finding that the Commission did comply with the THRA.

### **McNeil v. Galway Green Homeowners Association**

**Case Summary:** The Housing Association publicly announced at a meeting that Complainant filed a fair housing complaint. Cause found based on retaliation.

**Case Outcome:** A hearing opened on February 18, 2020. Upon the opening of the hearing, the Respondent filed for summary judgement. The Administrative Law Judge issued an Initial Order on July 1, 2020 granting Respondent's summary judgement and dismissing the case. The Commission Board reviewed the Initial Order on February 17, 2021. Upon review, the Commission approved the Initial Order in its entirety. The Final Order was issued on March 24, 2021.

# STAFF AND OFFICES

Adams, Gwendolyn  
Bass, Candice  
Bell, Laura  
Bentley, Kaleda  
Brookins, Carla\*  
Cooley, Shelbea  
Cooper, Vee  
Cothren, Lynn  
Cummings, Dawn  
Davidson, Tracy  
Fisher, Monica  
Gentry, William  
Guzman, Francisco

Haddock, Billie  
Johnson, Carla  
Johnson, Xandria  
Lancaster, Lisa  
Land, Suzanne\*  
Lopez, Julio\*  
Ludwig, John  
McGraw, Veronica  
Nolen, Muriel  
Pedigo, Amy\*  
Reyes-Montalvo, Dazaly  
Riddle, Jennell\*  
Rios, Michelle

Smith, Renee\*  
Swartwood, Katie  
Ursery, Rodney  
Velasquez, Johnathan\*  
Wade, William  
Watts, Beverly  
Webster, Tanya  
Williams, Saadia

\*indicates former staff members who served THRC during fiscal year 2020-2021

## THRC OFFICES

### Central Office - Nashville

William R. Snodgrass Tennessee Tower  
312 Rosa L. Parks Avenue | 23rd Floor  
Nashville, TN 37243

Main Phone: 615-741-5825 or 800-251-3589 | Spanish line: 866-856-1252

### Chattanooga Office

Krystal Building  
100 W. Martin Luther King Blvd #503  
Chattanooga, TN 37402

### Knoxville Office

7175 Strawberry Plains Pike #201  
Knoxville, TN 37914

### Memphis Office

One Commerce Square  
40 South Main St #200  
Memphis, TN 38103

For more information about THRC or to file a complaint, visit our website at [www.tn.gov/HumanRights](http://www.tn.gov/HumanRights) or email us at [ask.thrc@tn.gov](mailto:ask.thrc@tn.gov)



## **Tennessee Human Rights Commission**

William R. Snodgrass Tennessee Tower

312 Rosa L. Parks Avenue | 23rd Floor

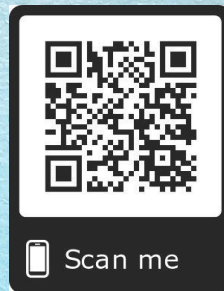
Nashville, TN 37243

Phone: 800-251-3589

Spanish Line: 615-253-7967

Email: [ask.thrc@tn.gov](mailto:ask.thrc@tn.gov)

[www.tn.gov/humanrights](http://www.tn.gov/humanrights)



### ***OUR MISSION***

*Safeguarding Individuals from Discrimination Through Education and Enforcement*